



**UNION OF AMERICAN  
PHYSICIANS & DENTISTS**

*Affiliated with AFSCME, AFL-CIO*

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April 6, 2008

David Gilb, Director  
Department of Personnel Administration  
1515 S Street, Suite 400  
Sacramento, CA 95814-7243

Dear Director Gilb:

Re: Bargaining Unit 16 Union of American Physicians and Dentist (UAPD) 2008 Sunshine Proposals.

The UAPD intends to negotiate improvements regarding wages, hours, and other terms and conditions of employment for inclusion in the successor agreement to the July 1, 2006 through June 30, 2008 agreement between the State of California and UAPD covering Bargaining Unit 16 Physicians, Dentists and Podiatrists.

**BARGAINING UNIT 16 - 2008 SUNSHINE PROPOSALS**

**ARTICLE 1 – RECOGNITION:** UAPD intends to propose improvement to this Article.

**ARTICLE 2 – UNIT ASSIGNMENT AND CLASSIFICATION:** UAPD intends to propose rollover of this Article.

**ARTICLE 3 – UAPD RIGHTS:** UAPD intends to propose improvements to Section 3.11 UAPD Release Time.

**ARTICLE 4 – STATE RIGHTS:** UAPD intends to propose rollover of this Article.

**ARTICLE 5 – GENERAL PROVISIONS:** UAPD intends to propose rollover of this Article.

**ARTICLE 6 – GRIEVANCE AND ARBITRATION:** UAPD intends to propose improvements to this Article, including Section 6.4 Waiver of Steps and Section 6.5 Presentation.

**ARTICLE 7 – HOURS OF WORK:** UAPD intends to propose improvements to this Article.

7.1 Flexible Work Hours

7.4 Rest Periods

7.6 Hours of Work

7.7 Schedule/Shift Changes

7.8 Assignment And Payment of Medical Officer of The Day

7.9 On-Call/Call Back Assignment

**ARTICLE 8 – HOLIDAYS:** UAPD intends to propose improvements to this Article.

8.1 Holidays

**ARTICLE 9 – LEAVES:** UAPD intends to propose improvements to this Article.

9.7 Training Leave

9.9 Annual Leave Program

9.21 Voluntary Personal Leave Program – Reintroduce Language from 2003 - 3006 MOU.

9.22 State Disability Leave – Introduce Language for State Disability Insurance.

**ARTICLE 10 – SALARIES AND ALLOWANCES:** UAPD intends to propose improvements to this Article.

10.1 Salary Schedule

10.3 Business and Travel Expenses

10.4 Salaries and Allowances:

10.5 Timely Payment of Wages

10.9 Labor-Management Committee on State Payroll System

10.12 License Renewal Fees

**ARTICLE 11 – HEALTH AND WELFARE:** UAPD intends to propose rollover of this Article.

**ARTICLE 12 – PERSONNEL TOPICS:** UAPD intends to propose improvements to this Article.

12.2 Investigations

12.5 Performance Appraisal

12.6 Professional Judgment

12.8 Working Conditions

12.9 Office Space

12.11 Out of Classification Assignments

12.12 Department Reports for Unit 16 Positions

**ARTICLE 13 – HEALTH AND SAFETY:** UAPD intends to propose improvements to this Article.

**ARTICLE 14 – EMPLOYMENT MOVEMENT:** UAPD intends to propose rollover of this Article.

**ARTICLE 15 – LAYOFF:** UAPD intends to propose improvements to this Article.

**ARTICLE 16 – MISCELLANEOUS:** UAPD intends to propose rollover of this Article.

**ARTICLE 17 – COVERAGE AND TERM:** UAPD intends to propose improvements to this Article.

17.2 Supersession

**ARTICLE 18 – RETIREMENT:** UAPD intends to propose improvements to this Article.

18.4 2.5% @ 55 Retirement Formula for Safety Members

**ARTICLE 19 – PERMANENT INTERMITTENTS**

**Side letter 1 –** Administrative Representation Fund

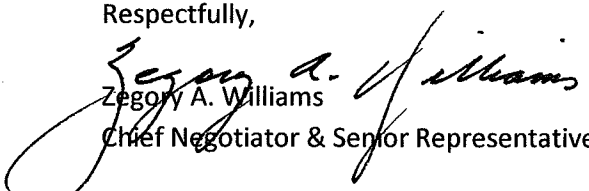
**Side letter 2 –** DSS Disability and Adult Programs Division – Medical Consultant Bonus Plan

**Side letter 3 –** Department of Health Services Dental Consultant I, II, III, and Dental Program Consultant.

In addition, to the above, UAPD will be prepared to negotiate each and every provision to the Memorandum of Understanding between UAPD and the State of California which expires on June 30, 2008.

Please contact me regarding the collective bargaining proposals at the Union of American Physicians and Dentists, 1225 Eighth Street, Suite 340, Sacramento, CA 95814 email [zawilliams.uapd@sbcglobal.net](mailto:zawilliams.uapd@sbcglobal.net) or telephone (916 442-6977.

Respectfully,

  
Zegory A. Williams

Chief Negotiator & Senior Representative

Cc: Al Groh, Executive Director, UAPD  
Jackie Cervantes, Labor Relations Officer, DPA Labor Relations Division  
Stuart Bussey, M.D., J.D., UAPD President  
Bryan Quattlebaum, D.D.S.  
Georgia Thomatos, M.D.  
Mubashir Farooqui, M.D.  
Cuong Ngheim, M.D.  
John Murillo, Regional Administrator, UAPD  
James Moore, Senior Labor Representative, UAPD